

**2001-2003 LABOR AGREEMENT
WISCONSIN SCIENCE PROFESSIONALS
SUMMARY OF CHANGES**

The following is a summary of the changes to the 2001-2003 Wisconsin Science Professionals (WSP) labor agreement. Language provided in the Summary of Changes column is paraphrased only. Consult the 2001-03 WSP Agreement for the complete provisions.

<u>ARTICLE</u>	<u>SECTION</u>	<u>SUMMARY OF CHANGES</u>
<u>II</u>	2/2/11	<u>RECOGNITION AND UNION RECOGNITION</u> <u>Appointment Letters</u> : Letters of appointment will include a paragraph identifying the WSP as the certified bargaining agent for the position.
	2/3/1 2/3/2	<u>Personnel Lists</u> : The Employer will provide the Union on a biweekly basis a list of new employees in the bargaining unit. The Employer will not release personal information of the employees in the bargaining unit, unless required to do so by the WERC.
<u>VI</u>	6/10/1	<u>HOURS OF WORK</u> <u>Alternative Work Patterns</u> : Add a definition of alternative work patterns.
<u>VIII</u>	8/2/1 F.	<u>LAYOFF PROCEDURE</u> <u>Layoff Procedures</u> : The Union will be notified of employees who receive at-risk letters.
<u>IX</u>	9/11/1	<u>HEALTH, SAFETY AND MISCELLANEOUS</u> <u>Damaged Personal Property</u> : Hearing aids are added to the list of covered items. The maximum reimbursement will not exceed \$200.00 per incident
	9/18/1	<u>Contracting Out</u> : When an employee is involuntarily transferred or reassigned as a result of contracting or subcontracting out, every reasonable effort will be made to retain the employee in the same geographic area and at the same rate of pay. Whenever possible fourteen days advance notice will be given to the employee and Union.
	9/18/2	The Employer will notify the Union within five days after the issuance of the letter of intent to award a contract. Authorized Gateway Customer
	9/18/3	The Union will be provided full information regarding a proposed contract in accordance with Chapter Adm. 10, Wis. Admin. Code.
	9/20/1	<u>Blood Donations</u> : Employees who donate blood will be allowed reasonable time off in pay status to donate.
	9/21/1 9/21/2	<u>Permanent Reassignment</u> : When an employee is permanently reassigned s/he will receive written information about the new position. If the permanent reassignment is more than forty miles from the employee's home, the employee will be given thirty days advanced notice.

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<u>IX</u>	9/22/1	<u>HEALTH, SAFETY AND MISCELLANEOUS (CONT'D)</u> <u>Whistleblower Law:</u> The Employer agrees to abide by the provisions of Chapter 230, subchapter III, Wis. Stats.
<u>XII</u>	12/5/2	<u>EMPLOYEE BENEFITS</u> <u>Paid Annual Leave of Absence:</u> Enhanced annual leave schedule for employees.
	12/5/3	Formula for calculating pro-rated annual leave.
	12/5/7	Employees will be allowed to use their earned vacation from their last year of service prior to retirement or their accumulated sabbatical time for a payment of medical insurance premiums at the group rate for post retirement periods.
	12/18/1	<u>Wisconsin Family and Medical Leave Act:</u> The parties agree to abide by the provisions of both the Wisconsin and Federal FMLA. This contract provision is not grievable.
	12/21/1	<u>Americans With Disabilities Act:</u> The language of the labor agreement will be interpreted and applied in a manner consistent with the requirements of the ADA. This contract provision is not grievable.
<u>Neg. Note</u>	#9	<u>DNR—Declared Emergency Overtime:</u> DNR employees who respond to in-state or out-of-state emergencies declared by the Governor will be paid in cash at the rate of one and one-half their base salary for hours worked in excess of forty in a work week.
<u>MOU</u>	#1	<u>Parking/Public Transit Account:</u> Employees will be allowed to participate in the Parking/Public Transit Account System.
	#2	<u>Calculation of Vacation Hours Due To Delay In Agreement Implementation:</u> Extra vacation hours will be recorded in the employees' termination/sabbatical leave accounts as soon as administratively practicable.
	#3	<u>DCA Criteria Justification Provided To DCA Advisory Groups:</u> Revise the priority order of the DCA criteria.